

Flagstaff MSA TERM Ranking by Occupation '06-'08

TERM: Training & Education Resource Model

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
1	11-1021	General and Operations Managers	34	\$39.87	659	1.9	1.1	Bachelor's or higher deg. + work exp.
2	23-1011	Lawyers	11	\$49.61	568	4.2	3.4	First professional degree
3	33-3051	Police and Sheriff's Patrol Officers	13	\$23.03	730	4.2	1.8	Long-term on-the-job training
4	29-1111	Registered Nurses	25	\$27.87	645	2.1	1.1	Associate degree
5	13-1111	Management Analysts	10	\$26.77	657	2.8	2.3	Bachelor's or higher deg. + work exp.
6	13-2011	Accountants and Auditors	18	\$25.29	582	2.6	1.6	Bachelor's degree
7	15-1031	Computer Software Engineers, Applications	5	\$32.69	607	4.7	8.0	Bachelor's degree
8	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scienti	23	\$21.65	574	3.1	1.2	Moderate-term on-the-job training
9	11-9041	Engineering Managers	3	\$40.27	692	3.4	2.0	Bachelor's or higher deg. + work exp.
10	51-1011	First-Line Supervisors/Managers of Production and Operating Workers	8	\$21.69	651	2.8	1.5	Work experience in a related occupation
11	29-1021	Dentists, General	3	\$62.43	777	2.2	1.5	First professional degree
12	29-1123	Physical Therapists	4	\$31.40	659	2.0	3.0	Master's degree
13	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	10	\$22.29	736	1.7	0.7	Work experience in a related occupation
14	11-3031	Financial Managers	5	\$32.59	587	2.3	2.0	Bachelor's or higher deg. + work exp.
15	33-2011	Fire Fighters	13	\$15.71	753	4.2	1.5	Long-term on-the-job training
16	11-1011	Chief Executives	6	\$52.05	708	0.6	0.4	Bachelor's or higher deg. + work exp.
17	29-1131	Veterinarians	2	\$42.55	736	5.0	2.0	First professional degree
18	11-9032	Education Administrators, Elementary and Secondary School	4	\$23.52	675	3.9	1.7	Bachelor's or higher deg. + work exp.
19	17-2031	Biomedical Engineers	3	\$22.80	748	6.1	4.0	Bachelor's degree
20	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	7	\$27.82	658	1.0	0.8	Work experience in a related occupation
21	13-1073	Training and Development Specialists	6	\$22.20	606	2.5	2.0	Bachelor's degree
22	33-1012	First-Line Supervisors/Managers of Police and Detectives	3	\$34.88	763	2.9	1.0	Work experience in a related occupation
23	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	19	\$21.91	641	0.8	0.4	Work experience in a related occupation
24	15-1051	Computer Systems Analysts	3	\$31.28	619	2.8	4.0	Bachelor's degree
25	11-9111	Medical and Health Services Managers	4	\$29.55	707	1.9	1.0	Bachelor's or higher deg. + work exp.

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1								
Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
26	11-3061	Purchasing Managers	2	\$35.90	677	4.3	2.0	Bachelor's or higher deg. + work exp.
27	29-2021	Dental Hygienists	3	\$34.56	585	2.7	5.0	Associate degree
28	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Pro	5	\$22.67	593	3.6	1.3	Moderate-term on-the-job training
29	11-3021	Computer and Information Systems Managers	2	\$36.72	638	3.8	3.0	Bachelor's or higher deg. + work exp.
30	51-8031	Water and Liquid Waste Treatment Plant and System Operators	10	\$17.27	647	3.1	0.9	Long-term on-the-job training
31	17-2141	Mechanical Engineers	4	\$32.02	649	1.9	0.8	Bachelor's degree
32	49-3023	Automotive Service Technicians and Mechanics	17	\$16.54	686	1.8	0.7	Postsecondary vocational training
33	15-1041	Computer Support Specialists	7	\$18.89	575	2.4	2.5	Associate degree
34	47-4051	Highway Maintenance Workers	9	\$13.66	623	5.6	4.7	Moderate-term on-the-job training
35	11-9151	Social and Community Service Managers	6	\$23.84	616	1.5	0.8	Bachelor's degree
36	29-1051	Pharmacists	3	\$31.98	554	3.0	2.0	First professional degree
36	47-2152	Plumbers, Pipefitters, and Steamfitters	7	\$21.81	718	0.9	0.4	Long-term on-the-job training
38	29-1071	Physician Assistants	2	\$36.72	566	3.5	3.0	Bachelor's degree
39	17-2051	Civil Engineers	3	\$29.08	709	1.6	1.0	Bachelor's degree
40	17-3027	Mechanical Engineering Technicians	2	\$23.79	683	5.6	2.0	Associate degree
41	33-3012	Correctional Officers and Jailers	5	\$15.82	678	3.4	2.0	Moderate-term on-the-job training
42	11-2031	Public Relations Managers	2	\$35.46	581	2.7	2.0	Bachelor's or higher deg. + work exp.
43	47-2073	Operating Engineers and Other Construction Equipment Operators	11	\$18.53	558	1.9	0.8	Moderate-term on-the-job training
44	27-3091	Interpreters and Translators	6	\$17.67	527	3.5	2.7	Long-term on-the-job training
45	31-9092	Medical Assistants	12	\$14.05	557	3.0	1.7	Moderate-term on-the-job training
46	17-2112	Industrial Engineers	1	\$34.05	638	9.9	2.5	Bachelor's degree
47	49-9042	Maintenance and Repair Workers, General	29	\$13.67	627	1.4	0.8	Moderate-term on-the-job training
48	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	5	\$28.24	577	0.9	0.5	Work experience in a related occupation
49	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping	3	\$23.46	687	1.0	1.5	Work experience in a related occupation
50	25-2012	Kindergarten Teachers, Except Special Education	4	\$16.96	596	3.8	3.0	Bachelor's degree
51	15-1021	Computer Programmers	5	\$27.63	571	1.0	0.4	Bachelor's degree
52	29-2031	Cardiovascular Technologists and Technicians	3	\$24.49	657	1.5	1.0	Associate degree
53	15-1071	Network and Computer Systems Administrators	2	\$23.94	697	1.7	2.0	Bachelor's degree
54	43-4051	Customer Service Representatives	37	\$12.18	531	2.6	1.8	Moderate-term on-the-job training
55	11-2022	Sales Managers	3	\$28.99	577	1.7	1.0	Bachelor's or higher deg. + work exp.

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1								
Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
56	41-1011	First-Line Supervisors/Managers of Retail Sales Workers	18	\$18.29	571	0.2	0.1	Work experience in a related occupation
57	11-3041	Compensation and Benefits Managers	1	\$33.82	581	8.3	2.5	Bachelor's or higher deg. + work exp.
58	53-3032	Truck Drivers, Heavy and Tractor-Trailer	13	\$14.59	614	1.1	0.8	Moderate-term on-the-job training
59	13-1121	Meeting and Convention Planners	7	\$12.49	642	3.0	1.6	Bachelor's degree
60	19-3051	Urban and Regional Planners	2	\$24.07	618	3.7	1.0	Master's degree
61	53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine an	4	\$18.42	650	2.0	1.0	Work experience in a related occupation
62	25-2043	Special Education Teachers, Secondary School	2	\$22.17	612	3.3	2.0	Bachelor's degree
63	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	6	\$12.88	594	4.5	2.0	Bachelor's degree
64	17-1022	Surveyors	3	\$21.29	688	2.4	0.7	Bachelor's degree
64	31-9091	Dental Assistants	9	\$13.82	598	2.4	0.9	Moderate-term on-the-job training
66	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4	\$16.51	721	1.8	1.3	Long-term on-the-job training
67	25-3021	Self-Enrichment Education Teachers	7	\$13.29	529	3.6	3.3	Work experience in a related occupation
68	21-1021	Child, Family, and School Social Workers	5	\$17.07	517	3.4	2.0	Bachelor's degree
69	47-2031	Carpenters	12	\$19.19	662	-0.7	0.0	Long-term on-the-job training
70	25-1194	Vocational Education Teachers, Postsecondary	3	\$17.94	636	3.6	1.5	Bachelor's or higher deg. + work exp.
71	27-3031	Public Relations Specialists	3	\$22.13	539	2.3	2.0	Bachelor's degree
72	51-2092	Team Assemblers	21	\$11.59	531	3.2	1.3	Moderate-term on-the-job training
73	47-4011	Construction and Building Inspectors	2	\$23.20	654	2.2	1.0	Work experience in a related occupation
74	43-5031	Police, Fire, and Ambulance Dispatchers	4	\$15.11	608	3.2	1.7	Moderate-term on-the-job training
75	53-7051	Industrial Truck and Tractor Operators	6	\$13.58	638	2.0	1.2	Short-term on-the-job training
76	43-6011	Executive Secretaries and Administrative Assistants	27	\$14.34	475	1.6	0.9	Moderate-term on-the-job training
77	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	4	\$17.38	592	2.8	1.0	Postsecondary vocational training
78	51-9122	Painters, Transportation Equipment	3	\$20.12	535	3.6	1.5	Long-term on-the-job training
79	29-1127	Speech-Language Pathologists	1	\$40.42	632	1.7	1.0	Master's degree
80	19-2041	Environmental Scientists and Specialists, Including Health	2	\$22.39	711	1.2	1.0	Master's degree
81	11-3051	Industrial Production Managers	1	\$31.91	670	2.0	1.0	Work experience in a related occupation
82	49-3021	Automotive Body and Related Repairers	4	\$20.00	620	1.1	0.6	Long-term on-the-job training
83	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	9	\$12.26	522	3.5	1.6	Moderate-term on-the-job training

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84	11-9021	Construction Managers	3	\$40.49	616	-0.3	0.0	Bachelor's degree
85	53-3022	Bus Drivers, School	10	\$11.39	550	3.1	1.5	Short-term on-the-job training
86	37-3011	Landscaping and Groundskeeping Workers	28	\$10.88	516	2.7	1.2	Short-term on-the-job training
87	11-9141	Property, Real Estate, and Community Association Managers	7	\$21.60	550	0.0	0.0	Bachelor's degree
87	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	4	\$21.51	533	1.5	0.6	Work experience in a related occupation
89	53-3033	Truck Drivers, Light or Delivery Services	9	\$12.84	538	1.3	1.6	Short-term on-the-job training
90	19-2043	Hydrologists	1	\$30.68	660	1.6	1.0	Master's degree
91	13-1051	Cost Estimators	3	\$17.97	607	2.3	1.0	Work experience in a related occupation
92	11-9051	Food Service Managers	7	\$17.81	664	-0.5	0.0	Work experience in a related occupation
93	11-3011	Administrative Services Managers	3	\$26.01	577	0.5	0.3	Bachelor's or higher deg. + work exp.
94	29-2071	Medical Records and Health Information Technicians	6	\$14.59	516	1.7	1.4	Associate degree
95	39-1021	First-Line Supervisors/Managers of Personal Service Workers	7	\$16.95	505	1.4	0.6	Work experience in a related occupation
96	43-3031	Bookkeeping, Accounting, and Auditing Clerks	22	\$14.86	468	0.6	0.3	Moderate-term on-the-job training
97	15-1061	Database Administrators	1	\$30.97	615	1.6	1.0	Bachelor's degree
98	43-6012	Legal Secretaries	3	\$18.74	484	2.7	1.5	Postsecondary vocational training
99	11-9081	Lodging Managers	4	\$20.14	585	0.2	0.2	Work experience in a related occupation
100	47-2051	Cement Masons and Concrete Finishers	5	\$15.16	560	1.4	0.8	Moderate-term on-the-job training
101	13-2051	Financial Analysts	1	\$22.23	559	5.6	1.3	Bachelor's degree
102	11-2021	Marketing Managers	2	\$19.11	644	1.5	1.0	Bachelor's or higher deg. + work exp.
102	19-1031	Conservation Scientists	2	\$28.03	705	0.0	0.0	Bachelor's degree
104	25-9041	Teacher Assistants	14	\$9.24	494	3.0	1.8	Short-term on-the-job training
105	27-1024	Graphic Designers	5	\$15.88	550	1.0	0.8	Bachelor's degree
106	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	34	\$9.36	471	2.1	1.1	Short-term on-the-job training
107	43-4031	Court, Municipal, and License Clerks	4	\$13.23	457	4.3	2.5	Short-term on-the-job training
108	31-1011	Home Health Aides	11	\$9.01	521	2.4	2.0	Short-term on-the-job training
109	23-2011	Paralegals and Legal Assistants	1	\$25.49	530	2.2	1.3	Associate degree
110	27-1025	Interior Designers	1	\$20.18	609	3.1	1.3	Associate degree
111	29-1062	Family and General Practitioners	1	\$64.40	672	0.0	0.0	First professional degree

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Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
112	25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	1	\$17.13	594	9.9	2.5	Doctoral degree
113	19-4091	Environmental Science and Protection Technicians,	1	\$20.32	682	2.1	1.0	Associate degree
114	49-9051	Electrical Power-Line Installers and Repairers	2	\$20.63	668	0.9	0.3	Long-term on-the-job training
115	49-3011	Aircraft Mechanics and Service Technicians	2	\$16.08	657	2.0	1.0	Postsecondary vocational training
116	39-5012	Hairdressers, Hairstylists, and Cosmetologists	14	\$10.43	520	1.6	0.9	Postsecondary vocational training
117	17-3031	Surveying and Mapping Technicians	2	\$19.14	615	1.7	0.5	Moderate-term on-the-job training
118	29-1011	Chiropractors	1	\$40.40	686	0.0	0.0	First professional degree
119	53-3031	Driver/Sales Workers	14	\$8.09	539	1.9	1.3	Short-term on-the-job training
120	43-4161	Human Resources Assistants, Except Payroll and Timekeeping	4	\$15.83	533	1.4	0.8	Short-term on-the-job training
121	49-3051	Motorboat Mechanics	4	\$12.68	405	4.9	2.5	Long-term on-the-job training
122	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	6	\$12.72	549	1.6	0.7	Work experience in a related occupation
123	41-3021	Insurance Sales Agents	3	\$22.49	577	0.0	0.0	Bachelor's degree
124	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2	\$20.10	635	1.0	0.5	Postsecondary vocational training
125	43-5061	Production, Planning, and Expediting Clerks	4	\$15.01	537	1.6	0.8	Short-term on-the-job training
126	41-2031	Retail Salespersons	110	\$10.48	477	1.1	0.3	Short-term on-the-job training
127	29-1065	Pediatricians, General	1	\$57.84	626	0.0	0.0	First professional degree
127	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	14	\$12.27	538	0.1	0.0	Work experience in a related occupation
129	47-2141	Painters, Construction and Maintenance	9	\$10.81	555	1.2	0.9	Moderate-term on-the-job training
130	13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Tr	2	\$19.92	604	1.2	0.5	Long-term on-the-job training
131	43-4171	Receptionists and Information Clerks	27	\$10.94	476	1.0	0.4	Short-term on-the-job training
132	39-2021	Nonfarm Animal Caretakers	8	\$9.75	516	2.7	1.1	Short-term on-the-job training
133	39-9032	Recreation Workers	8	\$10.17	633	1.1	0.5	Short-term on-the-job training
134	53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	2	\$24.84	610	0.0	0.0	Work experience in a related occupation
135	53-3041	Taxi Drivers and Chauffeurs	6	\$12.35	522	1.1	1.2	Short-term on-the-job training
136	51-3092	Food Batchmakers	6	\$8.86	525	4.1	1.8	Short-term on-the-job training
137	35-2021	Food Preparation Workers	31	\$9.40	517	1.4	0.3	Short-term on-the-job training
138	29-2056	Veterinary Technologists and Technicians	3	\$10.42	582	5.6	4.0	Associate degree
139	43-3011	Bill and Account Collectors	5	\$12.74	512	1.9	1.0	Short-term on-the-job training
140	51-4121	Welders, Cutters, Solderers, and Brazers	3	\$17.07	521	1.6	0.7	Long-term on-the-job training

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141	21-1014	Mental Health Counselors	3	\$22.29	545	0.0	0.0	Master's degree
142	17-2081	Environmental Engineers	1	\$16.56	619	3.3	1.3	Bachelor's degree
143	49-9031	Home Appliance Repairers	2	\$20.82	412	2.0	1.0	Long-term on-the-job training
144	35-1011	Chefs and Head Cooks	5	\$14.53	617	0.0	0.0	Work experience in a related occupation
145	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	37	\$10.25	468	0.8	0.2	Short-term on-the-job training
146	49-9098	Helpers--Installation, Maintenance, and Repair Workers	4	\$10.63	659	2.3	0.6	Short-term on-the-job training
147	13-2072	Loan Officers	2	\$44.37	471	-0.5	0.0	Bachelor's degree
148	47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	5	\$11.00	592	1.9	0.5	Short-term on-the-job training
149	17-1012	Landscape Architects	0	\$32.75	635	-2.8	1.0	Bachelor's degree
149	17-3011	Architectural and Civil Drafters	1	\$18.16	594	2.8	1.0	Postsecondary vocational training
151	11-9121	Natural Sciences Managers	1	\$39.50	628	-1.7	0.0	Bachelor's or higher deg. + work exp.
152	19-3091	Anthropologists and Archeologists	2	\$21.66	681	-0.7	0.0	Master's degree
153	53-7064	Packers and Packagers, Hand	12	\$10.96	439	1.2	0.6	Short-term on-the-job training
154	53-6031	Service Station Attendants	8	\$9.38	565	2.0	0.4	Short-term on-the-job training
155	43-5071	Shipping, Receiving, and Traffic Clerks	6	\$13.01	551	0.2	0.1	Short-term on-the-job training
156	11-3071	Transportation, Storage, and Distribution Managers	1	\$33.82	602	0.0	0.0	Work experience in a related occupation
157	41-2011	Cashiers	138	\$8.66	514	0.3	0.0	Short-term on-the-job training
157	49-3093	Tire Repairers and Changers	9	\$10.73	564	0.7	0.1	Short-term on-the-job training
159	39-9011	Child Care Workers	12	\$8.31	555	1.3	0.4	Short-term on-the-job training
160	29-9011	Occupational Health and Safety Specialists	1	\$28.86	701	-3.1	0.0	Bachelor's degree
161	43-6014	Secretaries, Except Legal, Medical, and Executive	17	\$12.43	483	-0.1	0.0	Moderate-term on-the-job training
162	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	2	\$12.04	556	5.9	2.0	Moderate-term on-the-job training
163	29-2052	Pharmacy Technicians	4	\$10.38	492	3.0	2.5	Moderate-term on-the-job training
164	17-3022	Civil Engineering Technicians	1	\$16.14	590	3.3	1.0	Associate degree
165	13-1071	Employment, Recruitment, and Placement Specialists	1	\$21.14	543	1.4	1.0	Bachelor's degree
166	49-9041	Industrial Machinery Mechanics	1	\$26.26	692	-1.9	0.0	Long-term on-the-job training
167	33-9032	Security Guards	8	\$11.92	592	-0.6	0.0	Short-term on-the-job training
168	21-1093	Social and Human Service Assistants	3	\$13.29	581	1.1	0.7	Moderate-term on-the-job training
169	49-3052	Motorcycle Mechanics	2	\$15.48	603	1.0	0.5	Long-term on-the-job training
170	43-5052	Postal Service Mail Carriers	4	\$20.80	454	-4.4	0.0	Short-term on-the-job training
171	43-3021	Billing and Posting Clerks and Machine Operators	6	\$13.41	443	0.2	0.1	Moderate-term on-the-job training

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172	11-9031	Education Administrators, Preschool and Child Care Center/Program	1	\$22.53	655	0.0	0.0	Bachelor's or higher deg. + work exp.
173	53-7032	Excavating and Loading Machine and Dragline Operators	2	\$18.73	625	0.0	0.0	Moderate-term on-the-job training
174	43-3071	Tellers	12	\$10.69	471	0.5	0.1	Short-term on-the-job training
175	27-4021	Photographers	3	\$12.75	658	0.5	0.3	Long-term on-the-job training
176	13-1072	Compensation, Benefits, and Job Analysis Specialists	1	\$18.26	534	2.1	1.0	Bachelor's degree
176	39-9031	Fitness Trainers and Aerobics Instructors	7	\$9.74	570	0.7	0.3	Postsecondary vocational training
178	13-1022	Wholesale and Retail Buyers, Except Farm Products	2	\$20.61	571	0.0	0.0	Work experience in a related occupation
179	35-2014	Cooks, Restaurant	32	\$9.13	530	-0.1	0.0	Long-term on-the-job training
180	41-2021	Counter and Rental Clerks	14	\$7.41	420	1.8	0.4	Short-term on-the-job training
181	19-1013	Soil and Plant Scientists	1	\$24.76	635	-1.9	0.0	Bachelor's degree
182	35-2011	Cooks, Fast Food	35	\$6.70	515	0.1	0.0	Short-term on-the-job training
183	25-2011	Preschool Teachers, Except Special Education	3	\$11.14	530	1.8	1.5	Postsecondary vocational training
184	35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	46	\$6.77	436	0.6	0.1	Short-term on-the-job training
185	47-2044	Tile and Marble Setters	1	\$15.89	604	1.3	1.0	Long-term on-the-job training
185	53-2012	Commercial Pilots	1	\$20.26	729	0.0	0.0	Postsecondary vocational training
187	47-2021	Brickmasons and Blockmasons	6	\$12.63	550	-0.4	0.0	Long-term on-the-job training
188	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	79	\$6.70	458	0.1	0.0	Short-term on-the-job training
188	47-2061	Construction Laborers	6	\$12.55	566	-1.9	0.0	Moderate-term on-the-job training
190	37-2012	Maids and Housekeeping Cleaners	29	\$7.60	420	0.2	0.1	Short-term on-the-job training
191	43-4061	Eligibility Interviewers, Government Programs	3	\$15.46	482	0.6	0.3	Moderate-term on-the-job training
192	47-2181	Roofers	3	\$14.26	351	1.5	0.7	Moderate-term on-the-job training
193	43-5081	Stock Clerks and Order Fillers	17	\$10.77	441	-0.4	0.0	Short-term on-the-job training
194	43-3051	Payroll and Timekeeping Clerks	4	\$12.95	463	0.9	0.3	Moderate-term on-the-job training
195	27-3041	Editors	2	\$21.05	550	-3.3	0.0	Bachelor's degree
196	43-4081	Hotel, Motel, and Resort Desk Clerks	25	\$8.42	520	-0.1	0.0	Short-term on-the-job training
197	43-3061	Procurement Clerks	1	\$16.78	506	2.4	1.0	Short-term on-the-job training
197	51-6011	Laundry and Dry-Cleaning Workers	7	\$8.44	502	1.3	0.4	Moderate-term on-the-job training
199	13-2071	Loan Counselors	1	\$14.44	547	2.8	1.0	Bachelor's degree
200	13-2031	Budget Analysts	1	\$25.30	571	-4.2	0.0	Bachelor's degree
201	35-3031	Waiters and Waitresses	114	\$7.83	474	-0.3	0.0	Short-term on-the-job training
202	19-3021	Market Research Analysts	1	\$25.10	517	0.0	0.0	Bachelor's degree

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1

Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
203	35-3011	Bartenders	14	\$8.62	507	0.0	0.0	Short-term on-the-job training
204	47-3012	Helpers--Carpenters	3	\$9.15	569	2.9	0.7	Short-term on-the-job training
205	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	2	\$10.23	525	2.7	2.0	Short-term on-the-job training
206	41-2022	Parts Salespersons	3	\$13.76	575	-0.6	0.0	Moderate-term on-the-job training
207	31-9011	Massage Therapists	6	\$10.17	482	0.4	0.2	Postsecondary vocational training
208	47-2081	Drywall and Ceiling Tile Installers	4	\$12.13	347	0.8	0.4	Moderate-term on-the-job training
209	35-9021	Dishwashers	25	\$6.81	464	-0.2	0.0	Short-term on-the-job training
210	51-7011	Cabinetmakers and Bench Carpenters	1	\$11.51	592	2.8	1.0	Long-term on-the-job training
211	35-2012	Cooks, Institution and Cafeteria	5	\$10.99	522	0.0	0.0	Moderate-term on-the-job training
211	39-6021	Tour Guides and Escorts	6	\$11.63	446	-0.3	0.0	Moderate-term on-the-job training
213	51-9198	Helpers--Production Workers	5	\$8.25	495	1.2	0.4	Short-term on-the-job training
214	39-3091	Amusement and Recreation Attendants	6	\$7.71	457	1.2	0.3	Short-term on-the-job training
215	31-2022	Physical Therapist Aides	1	\$10.38	571	3.8	1.3	Short-term on-the-job training
216	53-7061	Cleaners of Vehicles and Equipment	5	\$9.46	505	0.5	0.1	Short-term on-the-job training
217	41-3031	Securities, Commodities, and Financial Services Sales Agents	1	\$19.24	544	0.0	0.0	Bachelor's degree
218	19-4021	Biological Technicians	2	\$14.32	595	-1.4	0.0	Associate degree
219	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	14	\$7.35	416	-0.1	0.0	Short-term on-the-job training
220	51-3021	Butchers and Meat Cutters	2	\$13.24	502	0.8	0.3	Long-term on-the-job training
221	51-3011	Bakers	2	\$11.44	575	0.7	0.3	Long-term on-the-job training
222	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	14	\$6.53	435	-0.3	0.0	Short-term on-the-job training
223	35-2015	Cooks, Short Order	6	\$9.56	518	-0.3	0.0	Short-term on-the-job training
224	43-5051	Postal Service Clerks	1	\$21.03	520	-3.7	0.0	Short-term on-the-job training
225	43-5021	Couriers and Messengers	3	\$10.91	509	0.7	0.3	Short-term on-the-job training
226	27-1014	Multi-Media Artists and Animators	1	\$18.41	566	-2.2	0.0	Bachelor's degree
227	29-2012	Medical and Clinical Laboratory Technicians	1	\$14.37	627	0.0	0.0	Associate degree
227	43-6013	Medical Secretaries	3	\$12.55	499	0.0	0.0	Postsecondary vocational training
229	35-3041	Food Servers, Nonrestaurant	7	\$7.09	478	-0.9	0.0	Short-term on-the-job training
230	51-9123	Painting, Coating, and Decorating Workers	1	\$17.72	498	0.0	0.0	Short-term on-the-job training
231	43-5111	Weighers, Measurers, Checkers, and Samplers,	0	\$16.00	510	0.0	1.0	Short-term on-the-job training
232	43-5041	Meter Readers, Utilities	2	\$12.92	550	-1.6	0.0	Short-term on-the-job training
233	41-3011	Advertising Sales Agents	1	\$16.70	540	-1.3	0.0	Moderate-term on-the-job training
234	29-2041	Emergency Medical Technicians and Paramedics	1	\$8.13	736	0.9	1.0	Postsecondary vocational training

Rank based on comparative scores in openings, wages, skills, growth, and turnover, using weights 3, 3, 1, 1, 1								
Rank	SOC Code	Occupational Title	Open-ings	Hourly Wage	ONET Score	Growth Rate	Turn-over Ratio	Training / Education Requirements
235	47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	3	\$9.78	354	1.1	0.3	Short-term on-the-job training
236	41-9041	Telemarketers	4	\$8.26	403	0.2	0.1	Short-term on-the-job training
237	47-2151	Pipelayers	1	\$13.72	557	0.0	0.0	Moderate-term on-the-job training
238	43-4131	Loan Interviewers and Clerks	1	\$15.21	506	0.0	0.0	Short-term on-the-job training
239	43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	1	\$18.25	427	-4.4	0.0	Short-term on-the-job training
240	43-4071	File Clerks	3	\$11.38	475	-2.0	0.0	Short-term on-the-job training
241	51-5022	Prepress Technicians and Workers	1	\$13.71	534	0.0	0.0	Postsecondary vocational training
242	43-5032	Dispatchers, Except Police, Fire, and Ambulance	1	\$14.44	522	-1.8	0.0	Moderate-term on-the-job training
243	33-9021	Private Detectives and Investigators	1	\$12.41	570	0.0	0.0	Work experience in a related occupation
244	51-9081	Dental Laboratory Technicians	1	\$12.36	565	0.0	0.0	Long-term on-the-job training
245	27-1023	Floral Designers	0	\$12.13	545	0.0	1.0	Moderate-term on-the-job training
246	27-1026	Merchandise Displayers and Window Trimmers	1	\$12.81	532	0.0	0.0	Moderate-term on-the-job training
247	47-2041	Carpet Installers	1	\$11.61	585	0.0	0.0	Moderate-term on-the-job training
248	51-5023	Printing Machine Operators	1	\$14.49	492	-1.6	0.0	Moderate-term on-the-job training
249	47-2082	Tapers	1	\$14.31	311	0.0	0.0	Moderate-term on-the-job training
250	29-2081	Opticians, Dispensing	1	\$11.70	534	0.0	0.0	Long-term on-the-job training
251	43-9022	Word Processors and Typists	1	\$13.22	492	-5.3	0.0	Moderate-term on-the-job training
252	51-6031	Sewing Machine Operators	1	\$8.31	440	1.2	1.0	Moderate-term on-the-job training
253	43-2011	Switchboard Operators, Including Answering Service	2	\$10.28	421	-1.3	0.0	Short-term on-the-job training
254	43-9021	Data Entry Keyers	1	\$11.12	512	-1.3	0.0	Moderate-term on-the-job training
255	43-4151	Order Clerks	1	\$11.19	516	-2.2	0.0	Short-term on-the-job training
256	53-7063	Machine Feeders and Offbearers	1	\$9.81	411	0.0	0.0	Short-term on-the-job training
257	39-6011	Baggage Porters and Bellhops	1	\$8.49	451	0.0	0.0	Short-term on-the-job training

TERM (Training & Education Resource Model) Occupations Report

Column		Explanation
A	Rank	This is the rank of the occupation based on comparative scores in five areas, openings, wages, skills, growth rate, and turn over ratio as shown in columns D through H. Tie scores get tie ranks.
B	SOC Code	Standard Occupational Classification system. SOC is used by federal agencies collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States. For more info on SOC, see: http://www.bls.gov/soc/socguide.htm
C	SOC Title	The title of the occupation, as assigned by the Standard Occupational Classification system (SOC).
D	Openings	Average number of projected openings (from growth + turnover) expected per year for the occupation. Projected openings based on 2006-2008 occupation projections.
E	Hourly Wage	Based on the average of the wage of the occupation. Wages based on 2006 Occupational Employment Statistics (OES) survey. Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
F	O*NET Score	O*NET is an acronym for the Occupational Information Network (http://www.onetcenter.org/). This data is a measure of the skills, knowledge, and abilities required for the occupation. The numerical score for each comparative occupational descriptor in the O*NET Knowledge, Skills, and Abilities data files were summed for each occupation and then ranked by percentile.
G	Growth Rate	The two-year projected rate of growth in employment of the occupation. This number could be negative but usually is not. Occupational growth rate is from the 2006-2008 Occupational Projections produced by the AzDES Research Administration.
H	Turnover Ratio	This is the projected number of annual openings due to growth divided by the projected number of annual openings due to replacement (like retirements, quits, promotions, etc.). Higher ratios indicate lower turnover. Based on the 2006-2008 occupational projections data.
I	Education / Training Requirements	The job training and educational levels as assigned by the Bureau of Labor Statistics (BLS). See detailed descriptions of the BLS codes on page two of these notes. Note that a higher code number indicates a lower amount of education or training time.

Calculation method	
1	Hourly wages were calculated by dividing annual wages by 2080 hours (40 hours X 52 weeks).
2	In this iteration of the TERM, there were no restrictions on the BLS Training and Educational code. Note that the lower the training and educational time requirement, the higher the code numbers (see below).
3	Percentiles were calculated for each statistic shown. In case of a tie, the same percentile was assigned to all SOC's involved in the tie.
4	The following formula determined the score for each SOC: $(3 \times \text{openings percentile} + 3 \times \text{wage percentile} + \text{O*NET percentile} + \text{growth percentile} + \text{turnover percentile}) / 9$
BLS (Bureau of Labor Statistics) Education and Training Codes	
1	First professional degree
2	Doctoral degree
3	Master's degree
4	Bachelor's or higher degree, plus work experience
5	Bachelor's degree
6	Associate degree
7	Post-secondary vocational training
8	Work experience in related occupation
9	Long-term on-the-job training
10	Moderate-term on-the-job training
11	Short-term on-the-job training
Sources	
1	Openings and wage data are produced by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. Wages are from the 2006 Occupational Employment Statistics (OES) survey, and openings are from the 2006-2008 occupational employment projections.
2	For the O*Net score, the O*Net database version 11.0 was used. (www.onetcenter.org/database.html)
3	The education and training codes are from the Bureau of Labor Statistics (BLS) website at ftp://ftp.bls.gov/pub/special.requests/ep/optddata/optd0212.txt
Questions and Comments	
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